

Basic Information

U.S. Offices (Multiple Locations) **Recruiting Contact:**
 Organization Size: 1926 Jenny Connelly
 Office Size: 2241 National Legal Recruiting Director
Hiring Attorney: One South Dearborn Street
 Chicago, Illinois (IL) 60603
 United States
Phone: 312-853-7495
 jlconnelly@sidley.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000
Summer Compensation
 2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 4,400
 2024 compensation for 1Ls(\$/week) 4,400

Partnership & Advancement

Does the firm have two or more tiers of partner? No
 If no, how many years is the partnership track? 8-9

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	395	495	77	11	131
	Women	183	519	43	20	125
	Non-binary	NC	NC	NC	NC	NC
	Total	578	1014	120	31	256
Latinx	Men	15	51	2	0	9
	Women	8	59	1	0	16
	Non-binary	NC	NC	NC	NC	NC
White	Men	353	357	66	8	86
	Women	137	314	37	17	77
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	6	25	0	0	7
	Women	7	37	0	2	7
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	20	54	7	2	17
	Women	25	87	4	1	22
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	1	0	0	1
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	5	8	2	1	7
	Women	6	21	1	0	1
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	5	18	1	1	7
	Women	4	18	2	0	4
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	9	54	4	3	14
	Women	9	47	1	0	17
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	5	8	1	1	2
	Women	1	4	0	0	1
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

Eamon Joyce
Pro Bono Chair
(212) 839 8555
ejoyce@sidley.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	5.1%
Average Hours per Attorney last year	83
Percent of associates participating last year	88.4%
Percent of partners participating last year	40.2%
Percent of other lawyers participating last year	50.0%

Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	181	142	198	194	
Entry-level (non-traditional track)	0		0		
Lateral Partners	26		17		
Lateral Associates	141		19		
All Other Laterals (non-traditional track)	17		4		
Post-Clerkship	31		20		
LL.M.s (U.S.)	2		1		
LL.M.s (non-U.S.)	2		1		
SUMMER					
Post-3Ls	0	0	0	0	
2Ls	237	9	331	21	227
1Ls	27	0	13	0	31

Number of 2023 Summer 2Ls considered for associate offers 329

Number of offers made to summer 2L associates 324

General Hiring Criteria Sidley seeks candidates with distinguished academic and personal backgrounds who exhibit the ability to excel in a professional environment.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Banking, Finance	Financial Institutions	24	9	45		0
Banking, Finance	Global Finance	50	5	97		2
Bankruptcy	Restructuring	13	2	30		0
Business, Corporate	Capital Markets	21	4	41		0
Business, Corporate	Investment Funds	33	5	61		2
Business, Corporate	M&A and Private Equity	125	14	248		2

Energy	Energy, Transportation and Infrastructure	30	11	48	0
Government, Regulatory, Administrative	Healthcare and FDMD	27	4	33	1
Government, Regulatory, Administrative	Regulatory and Enforcement	42	16	57	5
Litigation	Litigation	172	40	296	19
Real Estate, Land Use	Real Estate	16	5	33	0
Tax	Tax	25	5	25	0

Diversity & Inclusion

Diversity Contact: Leslie Richards-Yellen

Diversity Website/URL: <http://www.sidley.com/Diversity/>

Organization Narrative

THE FIRM: Sidley Austin LLP, with offices in North America, Europe, Asia and Australia and approximately 2,300 lawyers, is one of the largest law firms in the world. Our diversified global practice encompasses the entire spectrum of corporate, transactional, litigation and governmental matters. Nationwide and throughout the world, Sidley Austin LLP prides itself on the breadth of its practice and the quality of its representation of an extraordinary client base, including many of the world's leading industrial enterprises, financial institutions, professional firms, health care providers and media and communications companies, as well as governmental and public entities and sovereign nations.

SUMMER PROGRAM: Our summer associate program is an invaluable window into our practice and firm culture. We provide our summer associates with something priceless -- experience. Our summer associates are able to perform legal work under the supervision of our lawyers. Such direct participation enables the summer associate to observe the way our attorneys help to solve problems and create opportunities for our clients. In addition, we offer summer associate training programs, professional development seminars, and pro bono panels. Finally, we seek to expose our summer associates to the intellectual and cultural life in their local city.

NEW ASSOCIATES: New associates who join Sidley can be expected to gain excellent hands-on experience through our various practice groups and will be exposed to all areas of their respective practices, whether transactional, litigation, or regulatory. In addition to a firmwide orientation, many of the practice groups provide additional group-specific orientation and training. Associates have opportunities from the beginning to develop their skills through informal mentoring and formal training programs. For example, litigation associates participate in our Litigation Academy and Curriculum, while transactional associates participate in Corporate Practicum and Corporate College; hybrid practices that span both areas can customize their training plan to gain the skills and expertise most needed. In addition, our associates have opportunities early in their careers to meet clients and play key roles on matters as Sidley takes a lean approach in staffing. Sidley strives to provide all associates with responsibilities that are commensurate with their achievements, development, and acumen. In addition to informal feedback, we engage in detailed, semiannual reviews of each associate's performance, progress toward partnership, and overall growth as a lawyer.

BUILT TO LEAD®: In 2022, Sidley launched the Built to Lead® initiative, a groundbreaking associate leadership and executive development program uniquely designed to deepen associates' business acumen and leadership abilities. The program strives to prepare associates to rise to the challenges that clients face in an increasingly complex and dynamic global business environment—helping our associates better understand our clients and speak the language of business. Beginning in associates' fourth year of practice, the Built to Lead program features MBA-level executive training at top U.S. business schools, along with professional development and personal career and business development coaching opportunities. The Built to Lead program also includes title changes, to Managing Associates (4th-year associates) and Senior Managing Associates (7th-year associates), in recognition of the increased managerial responsibilities at those career stages. The initiative serves as a key part of Sidley's comprehensive approach to associate development. No matter where their careers may lead—whether ascending to partnership at Sidley, moving to an in-house or public service role, or pursuing another path—Sidley associates will be better prepared to succeed as the next generation of legal, business, and civic leaders.

The Built to Lead initiative is only one element of Sidley's award-winning Learning & Development efforts. Sidley was the only law firm recognized in *Time* magazine's 2023 Best Companies for Future Leaders, and has been recognized as a global leader in learning and development by *Chief Learning Officer* magazine every year since the inception of its LearningElite award; ranked #2 among the 2023 LearningElite.

To learn more about a career at Sidley: <https://www.sidley.com/en/us/careerslanding/>

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